



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2222 FAX (213) 637-0820

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

March 31, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of March 30, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 434 employees at KDMC. Of this number, 223 actions have been discharges or resignations. A total of 51 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed three cases and have opened six additional cases. As a result, our open caseload is currently 65 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. One of the new cases involves a nurse who allegedly allowed her certification for advanced cardiac life support training to expire. An investigation has been initiated.

RECRUITMENTS

Four Staff Nurses are scheduled to start on Monday, April 3, 2006 (two in Medical/Surgical, one in the ICU and one in Labor and Delivery). Two employees were also promoted this week (a Staff Nurse was promoted to Supervising Staff Nurse I and a Student Worker, Nursing was promoted to Interim Permittee).

To Enrich Lives Through Effective and Caring Service

Each Supervisor
March 31, 2006
Page 2

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Joanne Sturges
John R. Cochran III
Antionette Smith Epps

G:KDMCSTATUSMEMO Final 033106

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 03/30/06

Dated: 3/30/2006

Closed Cases -	800
Open Cases -	65
Referred Cases -	11
Grand Total =	876

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	3	29	0	29	71
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	45	4	35	99
Suspensions (1 - 5 Days)	10	7	22	1	15	55
Reprimands	7	2	22	2	14	47
Warnings	0	1	1	3	5	10
Resignations in Lieu of Administrative Action	19	9	31	6	10	75
Release of Temporary Employee	11	1	33	0	8	53
Medical Release	0	0	0	0	1	1
Subtotal	61	40	190	17	126	434

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	9	38	43	29	142
Total Actions Taken	84	49	228	60	155	576

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 03/30/06

Dated: 3/30/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	11	0	0	11
Medical Release	0	0	0	0
Subtotal	51	9	1	61

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	72	10	2	84